

# Carnella Hickson

## **Nursing Director - McLeod Dillon Pediatrics/Med-Surg/ Swing Bed**

Florence, SC 29506

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I am striving to further my education and grow myself as well as others in the nursing field. I am a Director of Nursing with more than 13years in direct patient care with focus on team coordination and leadership to provide exceptional patient and family support.

## Work Experience

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### **Nurse Manager**

Pee Dee Mental Health - Florence, SC

December 2019 to Present

### **Nursing Director**

McLeod Dillon Pediatrics/Med-Surg/ Swing Bed - Dillon, SC

January 2014 to December 2019

Management of staff (RNs, LPNs, CNAs, MSTs, and Unit Secretaries).

Creating staffing schedule.

Evaluation and discipline of staff.

Interviewing/Hiring

Managing budget

Attending meetings

Coordinated nursing department activities to ensure availability of appropriate clinical and support staff for resident care.

Developed a system of staff communication that ensured proper implementation of treatment plans and comprehensive patient care.

Facilitated an on-going assessment of patient/family needs and implementation of interdisciplinary team care plan.

Investigated and reported issues then developed action plans relating to patient care or conditions that might

hinder patient well-being

Encouraged creative thinking, problem solving, and empowerment as part of the facility management group to

improve morale and teamwork.

Closely collaborated with management team to make necessary improvements and satisfy patient needs.

Monitored Infection Control and Critical Incidents, Risk Management and Quality Improvement plans.

Created and maintained computerized record management systems to record and process data and generate

reports.

Educated staff on state and federal statutes, rules and regulations.

Strong leader for nursing personnel assigned to the unit/shift.

Oversaw and managed 60 clinical and support staff in patient care activities while maintaining a high level of staff morale and professionalism.

### **Patient Care Supervisor**

McLeod Health Heart and Vascular Institute - Florence, SC

January 2012 to January 2014

Attend meetings in the absence of the Director.

Oversaw and managed 13 clinical and support staff in patient care activities while maintaining a high level of staff morale and professionalism.

Instructed patients and family members on proper discharge care.

Closely monitored acute conditions.

Contributed substantially to successful department JCAHO accreditation.

Ensured HIPAA compliance.

Developed a system of staff communication that ensured proper implementation of treatment plans and comprehensive patient care.

Coordinated nursing department activities to ensure availability of appropriate clinical and support staff for patient care.

Led clinical team in delivering care services that promoted optimal patient health.

### **Registered Nurse**

McLeod Health Med-Surg/Day Hospital/ Heart and Vascular Institute - Florence, SC

January 2004 to January 2012

Provide appropriate nursing interventions, consistent with the written plan of care.

Monitored fluid intake and output levels.

Assisted patients with daily functions.

Followed infection control procedures.

Ensured efficacy of treatments through monitoring of treatment regimens.

Documented patient information obtained from interviews.

Developed patient care plans, including assessments, evaluations and nursing diagnoses.

Developed and implemented nursing care plans.

Ensured HIPAA compliance.

Closely monitored acute conditions.

Instructed patients and family members on proper discharge care.

Liaised between patients and physicians to ensure patient comprehension of treatment plans.

Managed care for post-operative patients through discharge.

Effective counseling in health maintenance and disease management.

Chronic patient care in med-surg unit, adeptly handling all aspects of treatment from medication to wound care to monitoring for 7 patients per shift.

### **Licensed Practical Nurse**

McLeod Health - Florence, SC

January 2003 to January 2004

Assist the registered nurse in data gathering for use in patient assessment. Provide appropriate nursing interventions,

consistent with the written plan of care.

Liaised between patients and physicians to ensure patient comprehension of treatment plans.  
Instructed patients and family members on proper discharge care.  
Closely monitored acute conditions.  
Documented patient information obtained from interviews.  
Developed patient care plans, including assessments, evaluations and nursing diagnoses.

### **Nurse Extern**

McLeod Health - Florence, SC  
January 2002 to January 2003

Provided all daily living tasks to enhance quality of life for patients.  
Assisted patients with bathing, dressing, feeding, lifting and transferring.  
Collected blood, tissue and other laboratory specimens and prepared them for lab testing.

### **Claims Associate**

Blue Cross Blue Shield - Florence, SC  
January 1992 to January 2002

Keying and coding claims.  
Answered phone calls from providers and insured about processing of claims and benefits

## Education

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### **Master's degree in Nursing**

Walden University  
Present

### **Master's in Organizational Management**

Charleston Southern University - Charleston, SC  
May 2018

### **Bachelor of Science in Nursing**

Chamberlain College of Nursing - Downers Grove, IL  
2015

### **Associate in Science of Nursing**

Florence-Darlington Technical College - Florence, SC  
1991

### **High school or equivalent**

Lake City High School - Lake City, SC

## Nursing Licenses

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### **RN**

## Skills

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- PRESENTATION SKILLS (Less than 1 year)

- RECRUITING (Less than 1 year)
- TRAINING (Less than 1 year)
- Nursing Home
- Nurse Management
- Nursing
- Medication Administration

## Certifications and Licenses

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### **BLS, ACLS**

## Additional Information

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### SKILLS

Talented interviewer

Effective staff coach

Strong presentation skills

Accomplished leader

Recruiting and hiring experience

Supervisory training

Promotes positive behavior

Independent judgment and decision making